

HRC New Commissioner Training
July 21, 2012 9:00 – 1:00
Hillyard Community Center

- 1.) Opening – Toni welcomed the group and there were break out groups for shares and introductions.
- 2.) Team Effectiveness – Lindsey kicked off segment with Team Effectiveness Guidelines to review and speak about, and guided group discussions about group dynamics and categories including building trust, mastering conflict, achieving commitment, embracing accountability and focusing on results in terms of the HRC's collaboration generally.
- 3.) Introduction to City Government, Human Rights Framework, DESP – Activity and City Organizational Chart – Raquel did a power point presentation and members had discussion and questions following the presentation.
- 4.) Systemic / Structural Racism – not all members present so this will be presented as a separate training opportunity to give it full time and consideration with all members.
- 5.) Working Lunch – Listening Project and Ordinance Change, Work Plan – Lindsey presented recorded presentation.

Additional discussion between members occurred regarding the lack of connection with our listening project and Envision Eugene. It is a large scale document and project of significance shaping Eugene in the future and the connection of all the different voices in Eugene is lacking – much of Envision of Eugene's public participation appears to have been directed at / including the more privileged community members (home owners, educated, white, middle aged) instead of a diverse spectrum of voices from the wide range of community members' points of view.

- 6.) HRC Business
Lindsey informed the group PRIDE has not followed up with HRC for involvement this year.

Toni asked group to review goals and work plan materials for next year in order to be prepared for the Retreat re: items up for discussion and work this next year.

Lindsey also reported on current standing with "progress" work focus for "report card" and that she will send this information out prior to the Retreat.

Ken also spoke about the upcoming National Human Rights Organization conference in New Orleans re: participation in panels and workshops at the national conference. Ken is set to be on a panel with all expenses paid to discuss Human Rights at local and state levels and connection to Federal government re: guidelines, funding, resources, etc. to do implementation of work in communities. The audience of the conference is people on other commissions from around the country.

- 7.) Check Out / Closing

Lindsey will be organizing questions / concerns from task teams and following up with members re: bio questions preparations for retreat for sharing. This info may be put on website and shared externally as well.

Retreat flags to be addressed:

Ritchie – how we use our abilities to be present in “hot” issues with long term implications and also have meaningful discussion.

Elizabeth - nothing new to her, but was well done (this training). Is involved with retreat planning. Useful to also make connections as Ritchie mentioned re: inclusivity.

Andrew – liked presentations.

Chris – Enjoyed being included and being new is exciting and feels good about getting to know folks and appreciated the overviews.

Ken – good session. Wants to thank staff this was well put together and this was productive re: conflict discussion and some of Ritchie’s points which should be incorporated into the retreat.

Linda – Appreciated being able to come together and share and thought the activities were effective and enjoyed focus on differences as catalyst for building trust as well as group processing to points of view on issues.

Toni – often when we talk about ourselves we touch on obvious stuff and more personal and interactions that make up who we are is not focused on but this is important for better bonds and getting to know each other. Understanding and respect on a different level is important and pyramid was well done.